



People, Performance and Development Committee  
7 November 2018

## Centrally Employed Teachers 2018 – 2019 Pay Settlement

### Purpose of the report:

To seek the approval to changes to the pay of Centrally Employed Teachers with effect from 1 September 2018. These proposals arise following confirmation of the national pay award for all teachers.

This report is being brought to the People, Performance and Development Committee under its delegated powers in accordance with Section 2, para 6.13 (a) of the Constitution: "Determine policy on pay, terms and conditions of employment of all staff".

### Recommendations:

It is recommended that the following pay progression increases are agreed for centrally employed teachers to take effect from 1 September 2018:

1. a 1% pay increase, subject to a successful appraisal rating or
2. a 2% pay increase, subject to an exceptional appraisal rating; and, additionally,
3. a 1% increase to the pay range in line with the nationally agreed pay increases.

### Introduction:

1. Remuneration for centrally employed teachers is determined in accordance with the Department for Education School Teachers Pay and Conditions Document which sets out the national pay framework and guides local discretionary pay decisions for teachers.
2. The pay year for teachers runs from 1 September each year and for the pay year commencing 1 September 2018, the following adjustments to the pay ranges have been made nationally for all teachers:

- An uplift of 3.5% to the minimum and maximum of the unqualified pay range and main pay range.
  - An uplift of 2% to the minimum and maximum of the upper pay range, leading practitioner pay range and all allowances.
  - 1.5% to the minimum and maximum of the leadership pay ranges.
3. Except for teachers on the minimum of their respective ranges or group ranges, the Council has discretion to determine how to take account of the uplift to the national framework in making individual pay progression decisions. There is a statutory requirement in the School Teacher's Pay and Conditions Document that any pay progression be linked to appraisal outcomes.
  4. The Council currently employs approximately 200 centrally employed teachers, of which there are ten staff on the minimum of the teachers' upper pay scale. These teachers will receive an automatic uplift in their pay from 1 September 2018.
  5. It should also be noted that whilst Surrey County Council (the Council) has limited powers over determining pay arrangements for teachers in Surrey Schools, there is an expectation from both schools and also from the Department for Education that local authorities formulate a recommended approach to schools for their consideration. Therefore this approach, if approved, would form the Council's recommended approach.

#### **2018/2019 Pay Progression Arrangements**

6. For 2018/2019, it is recommended that the following pay progression arrangements apply subject to either a successful or exceptional appraisal rating:
  - a. 1% increase to all employees for a successful appraisal rating; and
  - b. 2% increase to all employees for an exceptional appraisal rating.

This is in line with arrangements currently in place for other Council employees.

7. Appraisals for centrally employed teachers take place during September and October with the service pay moderation panel meeting at the end of October in order to review recommendations for either a 'successful' or 'exceptional' appraisal rating
8. Whilst the Department of Education have confirmed a fully funded pay rise of up to 3.5% for teachers on the main pay range, 2% for those on the upper pay range and 1.5% for those in leadership positions, this funding will only apply to classroom based teachers in all maintained schools and academies. Costings have therefore been made on the basis that the Council must fund the increase for centrally employed teachers engaged on national terms and conditions.
9. The costs of implementation are set out below:

2018/2019 Pay Progression			Current staffing cost inc on-costs	Total full year staffing cost including on-costs			Extra cost	Extra cost Sept-Mar	Increase budgetted at 1%	Cost pressure above budget	
Option	Increase for successful (95%)	Increase for exceptional (5%)		Successful (95%)	Extra to uplift base of grade	Exceptional (5%)	Total	Total	Total		
1	3.5%	4.5%	6,041,920	5,946,909		315,418	6,262,326	220,407	128,571	40,740	87,830
2	1.0%	2.0%	6,041,920	5,798,991	2,961	307,633	6,109,585	67,665	39,471	40,740	- 1,269
3	2.0%	3.0%	6,041,920	5,858,158		310,747	6,168,905	126,985	74,075	40,740	33,334

### Notes:

1. All options are inclusive of the 2% uplift in grade boundaries
  2. For the purposes of costing, it has been assumed that all staff currently in post will be eligible for an increase.
  3. Costs are based on existing staff in post.
10. There are ten staff on the minimum pay points of the teachers' upper pay scale and therefore affected by the uplifts to the national framework. The cost of this uplift is £7,617 and can be met within the budget provision for 2018/2019.
  11. The recommendation results in a budget pressure in 2018/19 of £33,334 and an annual ongoing pressure of £86,000pa in subsequent years.

### Conclusion

In summary, the following is proposed:

12. A one percent pay increase for successful performance and a two percent increase for exceptional performance as assessed via the service appraisal and moderation process is the 2018/19 recommended pay progression increase for centrally employed teachers.
13. A one percent increase is awarded to centrally employed teachers within the pay range as per the national agreement
14. Following approval, the pay progression award will also be confirmed as the local authority recommended pay progression for all school teachers employed in Surrey maintained schools with effect from 1 September 2018.

### Financial and value for money implications

15. This proposal will exceed the funding available in the staffing budget for Centrally Employed Teachers. These costs will be funded through a restructure of the service and corresponding reduction in posts. It should be noted that the implementation of this pay award is a legislative requirement (the School Teachers Pay & Conditions Document is a statutory instrument) and therefore a pay uplift must be applied.

## Equalities and Diversity Implications

16. None.

## Risk Management Implications

17. There are no known risk management implications of introducing this pay arrangement.

<b>Next Steps</b>
-------------------

18. If approved, the Pay Policy Statement in respect of centrally employed teachers will be updated and published on the Council's external website.

19. Individual changes to pay will be implemented following the outcome of the service pay moderation panel and backdated to 1 September 2018.

20. This pay progression model will also be confirmed to all Surrey schools as the County Council's model approach

---

**Report contact:** Paul Smith, Interim HR Consultant / Rakhi Saigal, HR Business Partner

**Contact details:** 020 8213 2619

**Annexes:** None